

* 8 April 1964

MEMORANDUM FOR: Deputy Director, Support
THROUGH: Deputy Director, Intelligence
SUBJECT: OBI Grade Structure

1. The recent Salary & Wage Division action on certain OBI position grades serves to compound very practical problems confronting this Office and further concerns me in terms of professional managerial and supervisory considerations.

2. Minor upgradings in one Publication Division branch are greatly over-balanced by reduction in the grade structure of another branch which SWD had approved only two years ago, since which time that branch's work scope has significantly broadened.

3. My request last September for an SWD review in OBI was a considered one. I felt that for some time the OBI grade structure did not adequately reflect the professional caliber of OBI's activities, and represented inequities relative to other Agency components. The Office was confronted with pressing problems of employee morale, promotion, and voluntary-transfer-out. This was at a time of considerably increased OBI load in the USIB-assigned responsibilities of CIA for managing the re-oriented NIS Program.

4. At no time have I agreed, as erroneously stated in SWD authorization change, to the SWD action. I continue to regard as unrealistic the discounting of the effect of OBI loss when personnel with NIS graphics experience and continuity leave OBI for better grades elsewhere in the Agency. As a component with extensive inter-agency production and professional guidance responsibilities to meet, OBI must be concerned with maintaining experienced continuity in graphics specialists.

5. The AD/BI and concurrent Chairman of the NIS Committee considers the outcome of this exercise to be a managerial impairment in accomplishing with optimum effectiveness and economy the assigned OBI and CIA responsibilities in the inter-agency NIS Program.

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* 20 Apr - Von S. Hengd AD that he & Bozel had agreed this memo should not be forwarded by DD/BI; PGB did not concur but did not insist

Martin File

"Grade Structure" / Admin

CC: DD/BI Chrono

Assistant Director
Basic Intelligence

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